

# The Magic of Situational Self Leadership Overview

## Creating Self-Empowered Leaders at All Levels

Most American businesses are operating at only one third of their human capacity. Recent research indicates that 29% of the U.S. workforce is actively engaged, 55% is not engaged, and 16% is actively disengaged. In other words, for every two engaged individuals walking the halls of your organization, there is another person impeding the work done by engaged employees.\*

Engaged and empowered employees wield incredible potential in the workplace. These self-motivated leaders dramatically improve corporate productivity and profitability, effectively manage themselves, and create an emotional engagement with the customers they serve. They perform at consistently high levels, drive innovation, and move their organizations forward.

## The Process

A key component in creating engagement is developing self-empowered individuals who excel at managing themselves and are able to ask for what they need from their bosses and peers. Situational Self Leadership (SSL) is designed to assist individuals at all levels in making the transition from disengaged to engaged, from being responsive to responsible, and in taking initiative in idea generation, innovation, and problem solving.

The Magic of Situational Self Leadership represents the latest in accelerated and adult teaching concepts that create an interactive, effective, and entertaining learning experience. Based on Situational Leadership® II, the most widely used management development model in the world, the process provides strategies for gaining more satisfaction from work by examining an individual's motivation, confidence, knowledge, and skill.

## Engaging Learning Methodology

Utilizing the Essentials of Design, the latest thinking in adult learning theory, participants learn new concepts, skills, and techniques in ways that are memorable, fun, relevant to the participants' experience, and critical to integration and internalization of the learnings. In addition, a brilliant experiential process using the metaphor of a magic trick allows individuals to feel and live the progression of developing from a D1 (Enthusiastic Beginner) to a D4 (High Achiever) in a matter of hours. The *Essentials of Design*

- Enrolls participants in the process by establishing rapport and engagement from the onset and breaks down the barriers to learning and exploration, which is critical to integration and internalization of learnings
- Explores each individual's reality and natural curiosity, and surfaces personal insights and knowledge that allow individuals to have a platform on which to build their learnings
- Explains the models and concepts of SSL in a way that quickly builds knowledge by supporting each individual's needs to sequence and define information
- Exhibits and examines each participant's abilities and learnings through skill practice, and assists participants in moving from the theoretical and conceptual understanding of the model into application
- Employs and translates newly learned knowledge and skills into integrated personal action planning activities
- Exalts and celebrates learning and provides follow-up plans and an honorable closure



\*Gallup Management Journal, April 15, 2002

# Training Design Options

SSL offers three design options, each containing the same essential core content delivered over different periods of time. Each design includes up to 37 accelerated learning activities that can be used in various combinations that best meet the needs of the client. The three core design options are

- **The Magic of Situational Self Leadership two-day classroom** uses all 37 activities in the same order as they appear in the facilitator guide. The fast-paced, stimulating learning environment sets up activities clearly and makes time for debriefing and processing each participant's experience.
- **The Ninth House® self-study with Virtual Launch and one-day classroom Follow-up Experience** offers a unique and exciting alternative to classroom training. A 90-minute Virtual Launch introduces participants to the key principles, job aids, and reference tools. This is followed by an exciting two-hour online learning experience during which learning and application are introduced and reinforced. A one-day classroom experience ties it all together and provides time for in-depth application and action planning.
- **The Touch of Magic one-day classroom workshop design with modular skill building follow-up** teaches the basic concepts through a foundational one-day program followed by a variety of activities that can be delivered over time in one-hour to four-hour chunks.

## Objectives

After completing this course, participants will be able to

- Take responsibility for themselves and the organization
- Create a path toward peak performance on goals
- Ask for the support and direction they need to excel
- Capitalize on their Points of Power to enhance leadership, communication, and peak performance
- Learn the difference between setting goals and actually achieving them
- Effectively master the art of managing up
- Negotiate for increased authority and autonomy

## Business Issues Addressed

- Retention
- Morale
- Productivity
- Risk taking and innovation
- Organization, goal, and task alignment
- Focus on the customer
- Change
- Accountability and responsibility
- Effective leadership
- Efficiency and effectiveness

## Strengths and Uniqueness of SSL

- Empowers individuals to take control of and responsibility for self-development, career development, and success
- Taps into the power of individuals as they learn to create change and enhance their contribution to the organization
- Forms a powerful partnership between leaders and the individuals they manage
- Drives improvement in communication, development, and productivity from the front lines up
- Creates a balanced approach to setting personal and career goals and capitalizing on the power of integrating through a unique system of self-discovery
- Works in conjunction with the SLII® Model to create a powerful system for developing people, leadership relationships, communication, and goal setting
- Assists individuals in overcoming assumed constraints, which allows them to embrace change
- Places the responsibility for growth and change on the individual instead of solely on the manager
- Aligns the organization with a common language and framework for leadership and individual development when used in conjunction with SLII®
- Allows individuals to identify and utilize their personal points of power
- Provides individuals with tools they can use to continually grow and improve
- Provides a simple and effective approach to solving problems
- Illustrates the distinct value of every individual contributor
- Is a multidimensional process that teaches individuals how to achieve maximum productivity
- Provides a unique, flexible system that can be tailored based on three delivery options

## Outcomes and Deliverables

### Awareness

Participants will

- Learn that they can ask for and receive direction and support along with the appropriate leadership style.
- Discover that they are responsible for their own career advancement.
- Learn what motivates them to work at optimal levels for personal effectiveness.
- Understand the SLII® Model and development levels.
- Understand the levels of development from Enthusiastic Beginner to High Achiever.
- Understand the components and process of goal setting.
- Have an increased understanding of self.
- Obtain clarity on their personal life mission.
- Learn the importance of balance and fulfillment.

### Skills

Participants will be able to

- Diagnose development levels.
- Set specific, measurable, and trackable goals.
- Solve problems and troubleshoot.
- Manage up and impact relationships with individuals at all levels of the organization.
- Improve communication skills in regard to giving and receiving feedback.
- Improve listening skills.
- Identify the appropriate leadership style need in any situation.

## Change

- Empowered employees at frontline levels are more knowledgeable in regard to goal setting, influencing how work gets done, and serving the customer.
- There is increased productivity and job satisfaction.
- Enhanced performance management systems are put in place.
- Individuals define their sense of purpose and identify how it ties into the organizational objective.
- Open and clear communication exists throughout the organization.
- Relationships between managers and direct reports work at optimal levels, creating decreased tension and turnover, and increased retention of key talent.
- Trust improves in working relationships.
- HR-related issues are reduced.
- An organizational mind-set where everyone is clear about roles, goals, and working together with increased collaboration is fostered.

## Audience

- Employees at all levels who need to learn new skills to succeed in the new world of empowerment
- Employees who need strategies for gaining more satisfaction from their work
- Employees who need help in determining and setting personal and professional goals
- Trainers who want to offer empowerment training in their organization
- New or existing Blanchard clients that seek to leverage their investment in SLII®

## Delivery Options

- Organizational Consultation and Visioning
- Impact Mapping and Goal Alignment
- Diagnostic Tools and Assessments
- Keynote Speeches
- Online Learning
- Onsite and Remote Delivery
- Seminars and Public Workshops
- Training for Trainers

### Ordering and Information

In the United States  
760 489-5005 or 800 728-6000

In Canada  
905 568-2678 or 800 665-5023

In the United Kingdom  
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